

May 31, 2012

**Memorandum of Agreement**

Franklin Township

(Gloucester County)

and

New Jersey State Policeman's Benevolent Association, PBA local 122 and the  
Township of Franklin Police Officers

This Memorandum of Agreement is made and entered into this 9 day of July, 2012, by and between the parties. WS

The parties agree to the following changes and / or amendments to the agreement which expired on December 31, 2010, with all other provisions remaining unchanged:

### **Table of Contents:**

To be amended as appropriate

### **Preamble:**

This Agreement, effective the 1ST day of January, 2011 between the **TOWNSHIP OF FRANKLIN** (hereinafter referred to as the "Township" or "Employer") and the **NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 122** (hereinafter referred to as the "PBA") represent the complete and final understanding on all bargain able issues between the employer and the PBA.

### **Article V Grievance Procedure:**

#### **Step Four:**

In the event the PBA is not satisfied with the decision of the Township Administration, the PBA, on behalf of itself and / or the aggrieved officer may within fifteen (15) calendar days refer the matter to arbitration.

An Arbitrator shall be selected in accordance with the procedures of the Public Employment Relations Commission (PERC).

1. Unless the parties agree otherwise, no more than one (1) issue shall be presented to an arbitrator in any single case.
2. The fees and expenses of the arbitrator shall be borne equally by the parties. Any other expense incurred by the parties, including but not limited to the presentation of witnesses, shall be borne by the party incurring same.
3. The arbitrator shall be bound by the terms and conditions of this Agreement and shall not have any power to add to, subtract from or in any way modify any of the terms of this Agreement.
4. The decision of the arbitrator shall be in writing with the reasons therefore and shall be binding upon the parties; subject, however, to any applicable statutes and case law available to the parties.

D. A time limit specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual agreement between the parties in writing.

E. An employee may be represented at all stages of the grievance procedure, by himself / herself, or at his / her option, by a representative selected or approved by the PBA, except only the PBA may refer matters to arbitration, and arbitrate grievances at Step Four of the grievance procedure. The PBA shall have the right to be present and state its views at all stages of the grievance procedure.

#### **Article VI:**

##### **Salaries**

The salary for all members listed in Article I shall be set forth in Schedule A, which is attached hereto and made a part hereof.

#### **Article VIII:**

##### **Stand-By Time**

The annual stipend for the life of this agreement will be four hundred and sixty dollars (\$460.00).

#### **Article IX – C-2:**

##### **Overtime, Extra Duty and Court Time**

2. The regular work schedule will be posted not less than thirty (30) days in advance.

#### **Article XI:**

##### **Maintenance of Uniforms**

One pair of police service shoes / boots shall be supplied to each employee annually, not to exceed \$170.00. Those officers assigned to the Detective Bureau will not receive uniforms or police service shoes (uniforms to include a pair of winter gloves, for service use). Effective January 1, 2013, detectives shall be given \$600.00 for clothing allowance for plain clothes duty. Those officers assigned to a specialized unit (Detective, K-9, Etc.) will receive uniform items as needed at the discretion of the Chief of Police.

#### **Article XII**

##### **Medical**

When available, for the safety and well being of the officers, they shall receive vaccinations such as; Hepatitis C, etc. which are medically proven effective at the Township's expense to the extent not covered by insurance.

**Article XV:**

**Longevity**

The aforementioned provision shall not apply to officers hired on or after January 1, 2011.

**Article VXIII: B-4**

**Incentive Pay for for College Degrees**

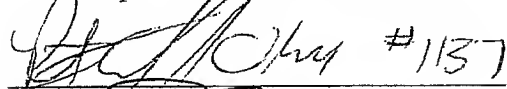

4. There will be no limit on how many classes per semester will qualify for reimbursement, which will be capped at \$1250.00 per semester or \$2500.00 per calendar year.

**Article XXVIII:**

**Duration**

This agreement shall be in full force and effect as of January 1, 2011 and shall remain in effect to and including December 31, 2014. The economic terms of this agreement including salaries, benefits, increases and fringe benefit changes shall apply effective January 1, 2011, unless otherwise specified in this agreement, and only for those employees on the Township's payroll as of the date of the signing of this agreement.

New Jersey State Policeman's Benevolent Association,  
PBA local 122 and the  
Township of Franklin Police Officers

 #1137  
 #1131

Township of Franklin



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## **Salary Schedule “A”**

Rank	current salary	2011-2%	2011+2%	2012-2%	2012+2%	2013-2%	2013+2%	2014-1%	2014+1%
Corporal 10 yrs.	85,695.18	1,713.90	87,409.08	1,748.18	89,157.26	1,783.15	90,940.41	909.40	91,849.81
Corporal 5 yrs.	84,110.77	1,682.22	85,792.99	1,715.86	87,508.85	1,750.18	89,259.03	892.59	90,151.62
Corporal	82,130.19	1,642.60	83,772.79	1,675.46	85,448.25	1,708.96	87,157.21	871.57	88,028.78
1st class 10 yrs	82,785.41	1,655.71	84,441.12	1,688.82	86,129.94	1,722.60	87,852.54	878.53	88,731.07
1st class 5 yrs	81,201.05	1,624.02	82,825.07	1,656.50	84,481.57	1,689.63	86,171.20	861.71	87,032.91
Article XV the aforementioned provision shall not apply to officers hired on or after January 1, 2011. Officers hired after this date will not be eligible for 1st class and corporal 5 and 10 year rates (longevity). Longevity is based on years of service.									
1st class	79,220.63	1,584.41	80,805.04	1,616.10	82,421.14	1,648.42	84,069.56	840.70	84,910.26
2nd class	76,624.68	1,532.49	78,157.17	1,563.14	79,720.32	1,594.41	81,314.72	813.15	82,127.87
3rd class	71,423.85	1,428.48	72,852.33	1,457.05	74,309.37	1,486.19	75,795.56	757.96	76,553.52
4th class	66,644.42	1,332.89	67,977.31	1,359.55	69,336.85	1,386.74	70,723.59	707.24	71,430.83
5th class	61,048.34	1,220.97	62,269.31	1,245.39	63,514.69	1,270.29	64,784.99	647.85	65,432.84
6th class	55,856.27	1,117.13	56,973.40	1,139.47	58,112.86	1,162.26	59,275.12	592.75	59,867.87
7th class	50,664.27	1,013.29	51,677.56	1,033.55	52,711.11	1,054.22	53,765.33	537.65	54,302.98
8th class	45,472.27	909.45	46,381.72	927.63	47,309.35	946.19	48,255.54	482.56	48,738.09
9th class	40,280.27	805.61	41,085.88	821.72	41,907.59	838.15	42,745.74	427.46	43,173.20
starting salary 10th	37,684.27			753.68	38,437.95	768.759	39,206.71	392.07	39,598.78